Government of Saskatchewan

Annual Report 1987-1988

New Careers Corporation

New Careers

89-05019/

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Letter of Transmittal

Regina, Saskatchewan

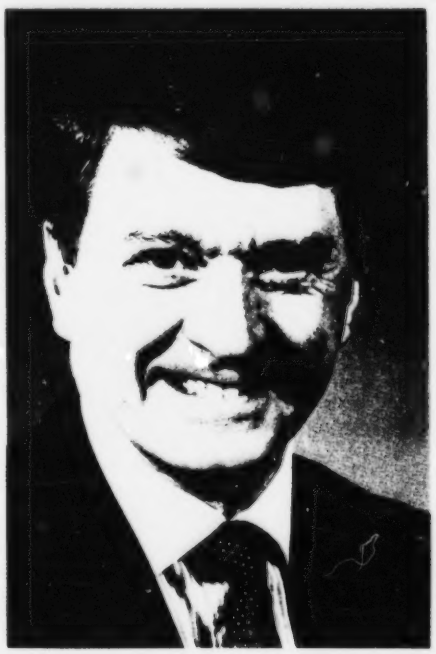
To Her Honour
The Honourable Sylvia O. Fedoruk, O.C. SOM
Lieutenant Governor of the Province
of Saskatchewan

Your Honour:

I have the honour to submit herewith the annual report of New Careers Corporation for the period May 1, 1987 to April 30, 1988 including financial statements for the year duly certified by the Provincial Auditor, in a form approved by Treasury Board, all in accordance with the Crown Corporation Act 1978.

Respectfully submitted,

Colin Maxwell,
Minister Responsible for
New Careers Corporation

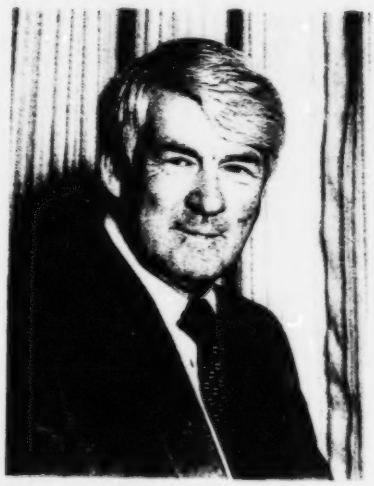


Chairman's Remarks

For all of us at New Careers Corporation, 1987-88 has been a year of innovation, challenge, and change. After three years as a pilot project, the New Careers Corporation has now been established as an integral part of the government's welfare reform strategy, confirming the program's success in providing training and employment opportunities for those who would otherwise be dependent on social assistance.

While retaining its roots in the capital works program of provincial parks, New Careers has continued to branch out in the search for new partners and new approaches in training and employment. This past year, the Corporation has cooperated with other provincial departments and agencies, the private sector, and the federal government. Through this cooperation, the Corporation was able to provide practical training and work experience to 320 social assistance clients, in addition to the 160 trainees employed in the basic program. Funding under the Saskatchewan Employment Development Program was instrumental in creating these new opportunities.

During 1987-88, the membership of the Board of Directors expanded to include private sector representation from most areas of the province. In the past year, the Corporation's program has continued to demonstrate its value in both the successful transition of program participants to steady employment, and the fine projects which have been constructed for the people of Saskatchewan. The Board of Directors remains strongly committed to continued expansion and improvement of the New Careers Program.



Edward J. Brady

Organization

New Careers Corporation is governed by a board of directors which includes members from the provincial departments of Social Services, Education, Parks, Recreation and Culture; and the private sector. The Chairman of the board is from the private sector and the Vice-Chairman also serves as Chief Executive Officer. Twenty employees make up the management of the Corporation.

Minister Responsible for New Careers
Honourable Colin Maxwell

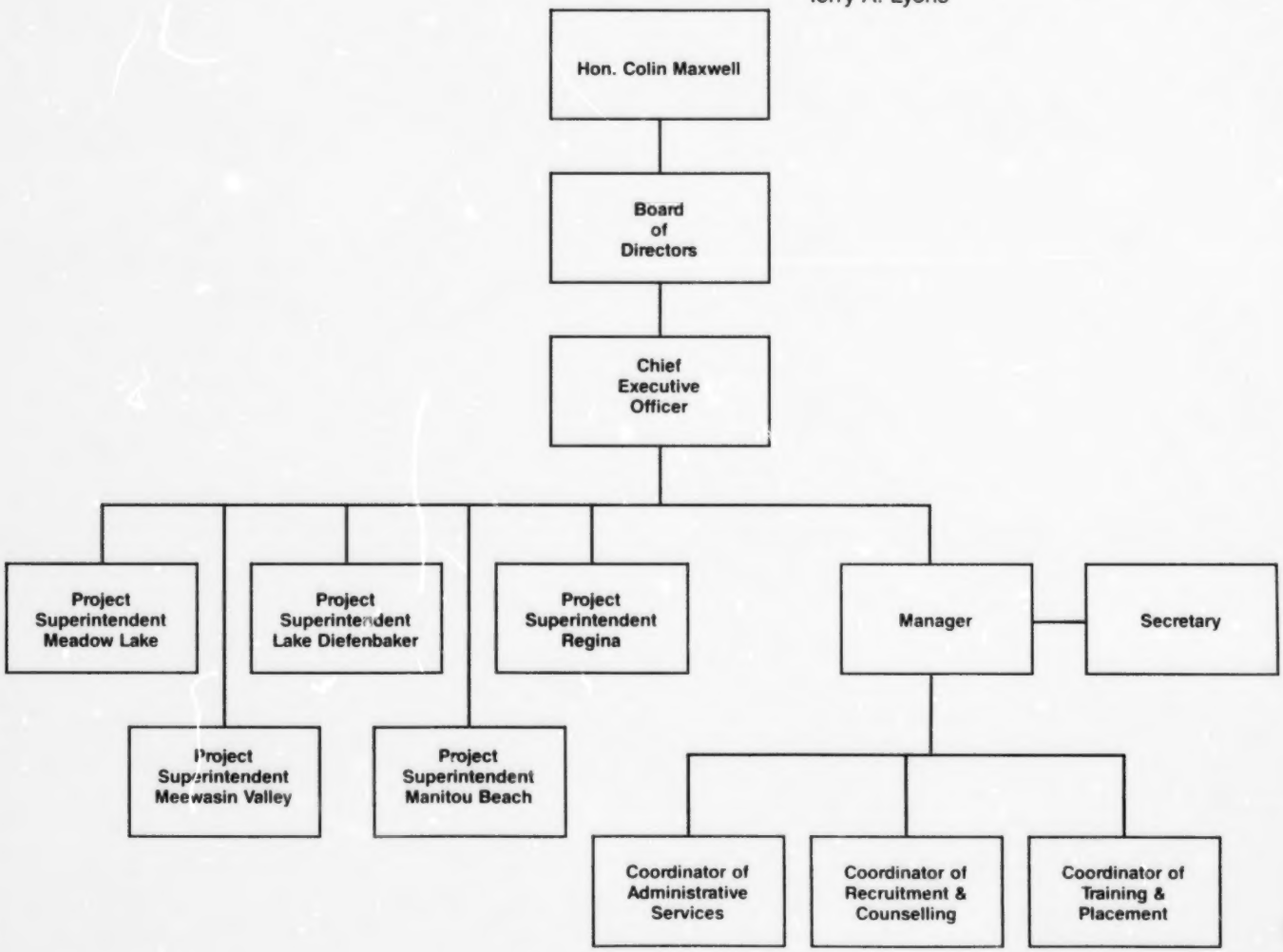
Chairman of the Board
Edward J. Brady

Vice-Chairman and Chief Executive Officer
Brian F. Woodcock

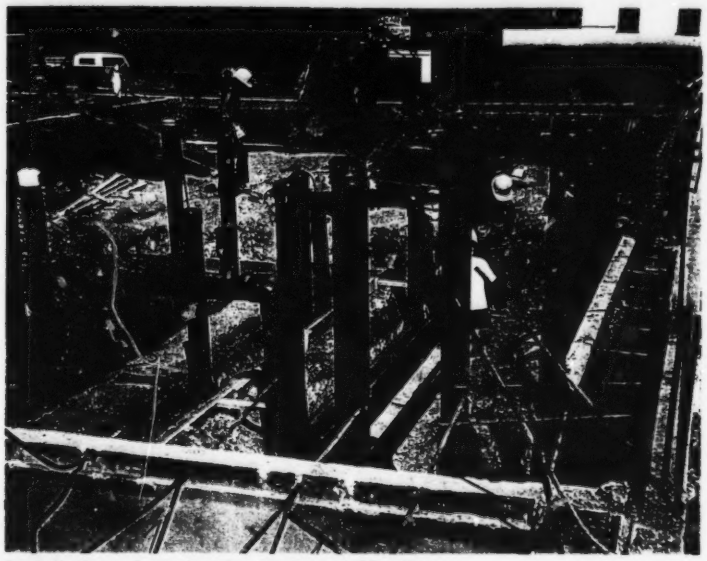
Members

Alan Appelby
Iris Griffiths
Ralph Katzman
Ross MacLennan
Lou Northcott
Dawn Radford
Frank Zawada
Kevin Constante
Chuck Gurney
Henry Kutarna
Bill Marr
Gladys Ollinger
Mary-Jane Tysowski

Manager and Secretary to the Board
Terry A. Lyons



Corporate Profile



Installation of pool water system at Manitou Mineral Spa

New Careers Corporation was established in May of 1984 as a three year pilot program to provide training and employment for individuals receiving provincial financial assistance. Initially, Saskatchewan Parks and Renewable Resources contracted with the Corporation for capital works projects in the provincial parks system. Beginning with projects at Meadow Lake Provincial Park, Lake Diefenbaker, Rowan's Ravine Provincial Park, New Careers trainees have built campgrounds, parking lots, roads, major marinas, a golf course, and a host of other recreational facilities and amenities for Saskatchewan residents and visitors. Within its first year, however, the Parks program was supplemented by small-scale joint ventures with local municipalities, service groups, and businesses who recognized the quality of trainees' work.

As Peggy McKercher, Chairman of the Meewasin Valley Authority, has written to the Corporation, the value of New Careers projects is well recognized by the people of Saskatchewan:

> "Projects such as the Victoria Park landscaping and the 1989 Jeux Canada Games Boat House have demonstrated that when properly managed and directed, job creation projects can result in quality work appreciated by the community at large. The New Careers Corporation and indeed the Government of Saskatchewan are to be congratulated on this innovative and successful program."

With the Corporation established as an integral part of the government's welfare reform strategy, and with expanded representation from the private sector, the Board of Directors has actively sought new and innovative possibilities for training and employing social assistance recipients. Of particular importance has been the expansion of Corporation activities in Saskatchewan's major cities, thus providing more employment opportunities for urban social assistance recipients. New Careers Corporation continues to receive provincial grants for administration and training costs and for operations carried out in the provincial parks. The Corporation also enters into contracts with other governmental agencies and departments and with the private sector. Under these contracts, New Careers provides project management and supervised labour while materials, supplies, and equipment are provided by the contracting agency. A significant increase in work opportunities has been made possible through the management by New Careers of projects supported under the Saskatchewan Employment Development Program.

Ski hill road improvements, Duck Mountain Provincial Park

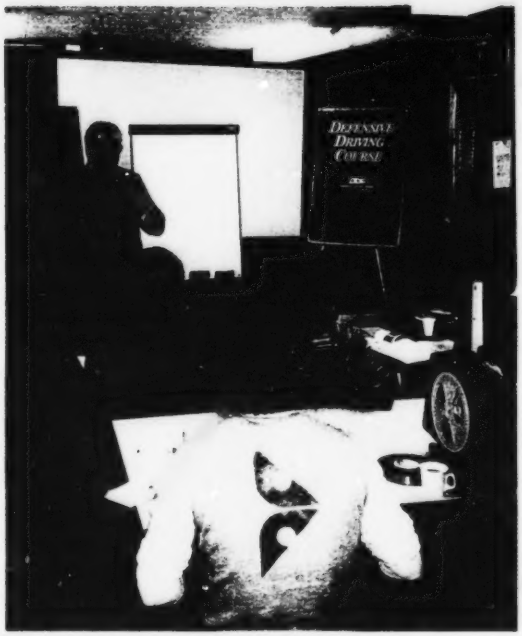
Developmental Model

Trainees who embark on the New Careers Personal Development Program have two things in common: difficulty in getting and keeping a job and a strong desire for a better future. The purpose of the Program is to equip trainees with the full range of skills necessary for them to acquire permanent jobs with good career prospects.

Potential candidates for the Program are referred by the Department of Social Services. Candidates are chosen from inventories of employable social assistance recipients and are then screened and interviewed by New Careers. Attitude and personal suitability are the critical factors in recruitment with other factors such as experience and education considered secondary.

Once hired by New Careers, trainees are briefed on what they should expect from the Corporation and what the Corporation expects of them. They are then assigned to a project site. All trainees start work at the entry level wage, with provision for increases based on achievement and responsibility. During an initial two month probationary period, each trainee works with a counsellor to develop a personal career plan which outlines training objectives, employment goals, and a career plan schedule.

Graduation Presentation, Chairman Ted Brady and Trainee Larry Parker



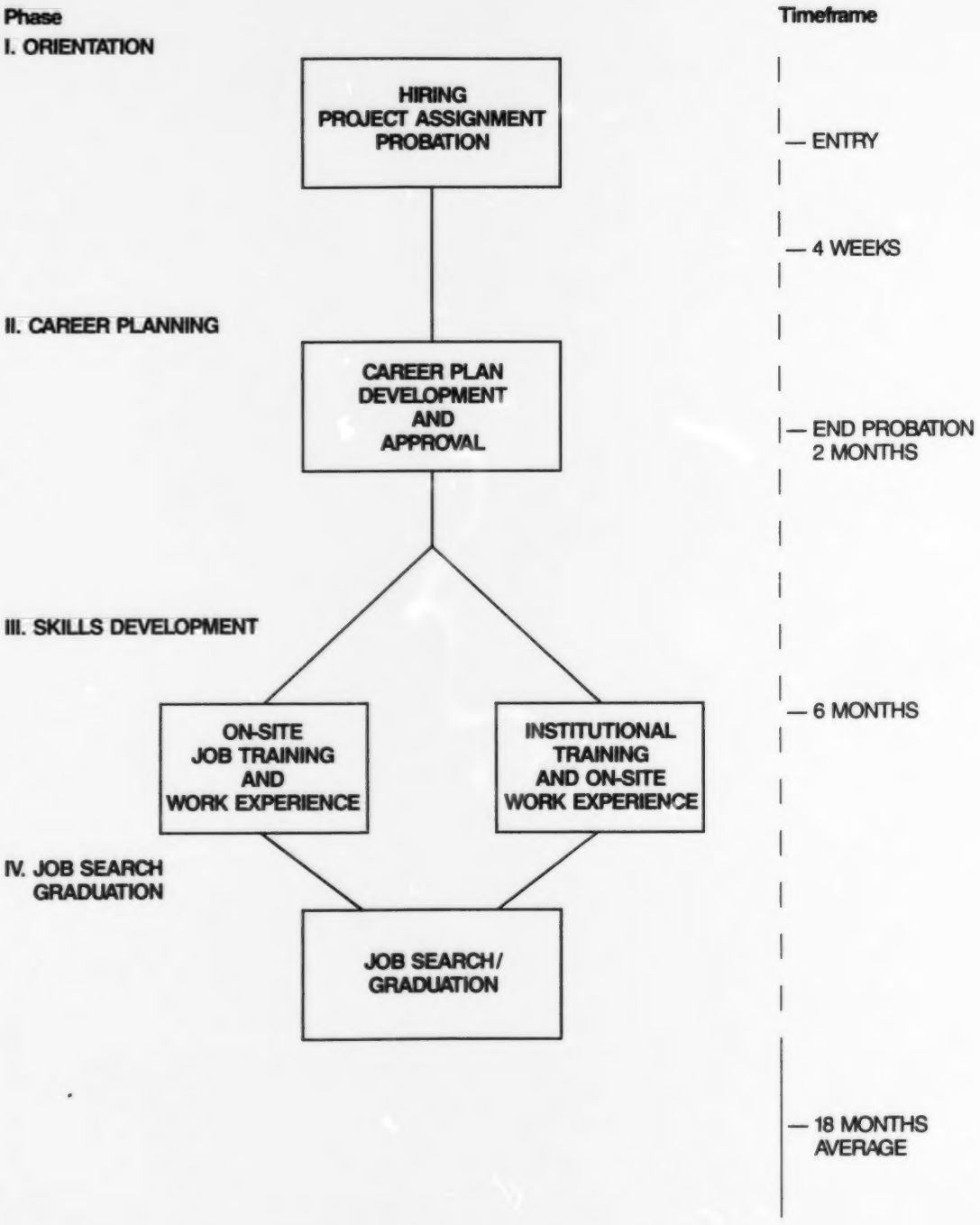
On-site training at Rowan's Ravine camp

Trainees may receive formal institutional training as well as training on the job. They are counselled and monitored as they progress through their personal career plan. Trainees often face a variety of issues which have resulted in problems both at work and at home. On the job site, program participants attend courses about defensive driving, personal budgeting and finance, alcohol and drug abuse, as well as training in first aid, occupational safety, and job search and retention techniques. These "on site modules" help trainees develop as responsible and reliable employees.

Some trainees find employment during their training program, while others attend a formal job search course which helps them develop effective resumes, locate job opportunities, and practise interview techniques.

The Personal Development Program requires approximately eighteen months to complete. Once a trainee "graduates" from the Corporation, a new trainee is hired and the process begins again.

Career Development Program Flow Chart



The Trainees

Final grading of Lac des Isles Campground entry road

New Careers Program

In the past year, 160 trainees were employed by the Corporation. Of the 89 trainees who left the Corporation, two-thirds will have found steady employment, based on the experience of previous years.

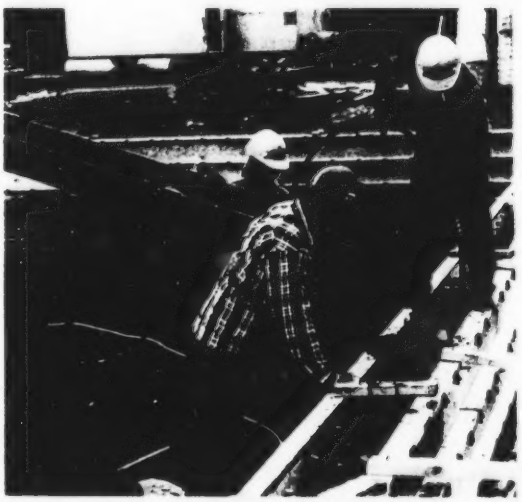
During 1987-88, 24 trainees undertook formal study at the four campuses of the Saskatchewan Institute of Applied Science and Technology as well as the University of Regina. Courses ranged from Carpentry, Welding, Heavy Equipment Operation and Masonry, to Agricultural Production Techniques, Horticulture, Accounting, Radio and T.V. Repair, Pre-Administration, and nine other fields of study. Fourteen trainees completed their planned training during the year, while six were continuing their study at year end. Four trainees discontinued their training plans.

The flexibility of institutional and on the job training plans tailored to the individual needs of trainees, coupled with the personal interest of supervisors and management, has demonstrated its value over the years. Alain Couture, a trainee from Regina, has written:

> "I was very happy with the Job Search part of the program. I learned some important job-finding skills that I didn't have before. I think that money spent on programs like this is much better than money spent on welfare. I sincerely hope that projects such as this will continue to be a part of the government's efforts to get people back to work. "

Saskatchewan Employment Development Program

Under contracts implemented with the Saskatchewan Employment Development Program, workers do not receive the same intensity of training and employment preparation as do the trainees under the New Careers basic program. For the almost 400 workers who have participated in S.E.D.P. projects, however, practical training and a work record have enhanced their opportunities for employment. Although many workers have relatively few formal skills, the high quality of projects constructed with S.E.D.P. funding demonstrates the abilities and potential of these individuals.



Construction of the Rowing and Canoeing Facility for the 1989 Jeux Canada Games

The Projects

Lac des Isles campground, Meadow Lake Provincial Park

New Careers Program

Meadow Lake Provincial Park

In 1987-88, trainees based at Goodsoil completed construction of a 120-site, fully serviced campground at Lac des Isles. A 20 kilometre road, also constructed by New Careers, links the new campground with park access roads from both east and west. The Goodsoil crew began construction of a 16 kilometre stretch of road to link Birch Lake and Junor, and carried out a highway construction project at Duck Mountain Provincial Park for the Department of Highways and Transportation.

Lake Diefenbaker

After completing the Elbow Harbour Marina Project last year, the Lake Diefenbaker project crew began construction of a golf course adjacent to the marina. This first-class 18 hole course has been leased to the private sector and should be fully operational by June 1988. A portion of the course has, in fact, been in use since September of 1987.

Surveying the Elbow Golf Course

Rowan's Ravine Marina, Rowan's Ravine Provincial Park

Rowan's Ravine Provincial Park

The 75-boat marina at Rowan's Ravine has been leased to the private sector and was in full operation for the 1987 boating season. As well as completing a number of projects in the park, the Rowan's Ravine crew assisted the Manitou Beach crew with final completion of the Mineral Spa facility. This project is described more fully under the Saskatchewan Employment Development Program heading.

Draftstop Program

During 1987-88, New Careers cooperated with Energy, Mines and Resources Canada to deliver Draftstop assistance to over 430 clients of the provincial Home Care program. New Careers crews, based at Regina, Saskatoon, Elbow, Meadow Lake, and Rowan's Ravine, helped "weatherproof" houses by caulking cracks, weatherstripping doors and windows, and covering windows with plastic film. The program helped homeowners reduce their home heating costs significantly, with one household reporting an $80.00 saving on their power bill in the first month. This program was provided at no cost to the homeowners.

Saskatchewan Employment Development Program

Funding through the Saskatchewan Employment Development Program (S.E.D.P.) has enabled projects managed by New Careers to provide social assistance recipients with new opportunities for practical training and work experience.

Saskatoon

Under contract with the Meewasin Valley Authority in Saskatoon, Corporation crews carried out river edge improvements, including a major restoration of eroded banks, landscaping, and clean-up of the Sutherland Beach area. Saskatoon workers built an $805,000 Rowing and Canoeing facility for the 1989 Jeux Canada Games which was officially opened by Her Majesty, Queen Elizabeth on October 18, 1987. Several other projects have been carried out under contract with the Meewasin Valley Authority, the University of Saskatchewan, and the Jeux Canada Games Society. New Careers Corporation continues to work closely with these agencies in developing new employment projects.

Her Majesty The Queen opening the Rowing and Canoeing Facility for the 1989 Jeux Canada Games. (Courtesy Saskatoon Star Phoenix)

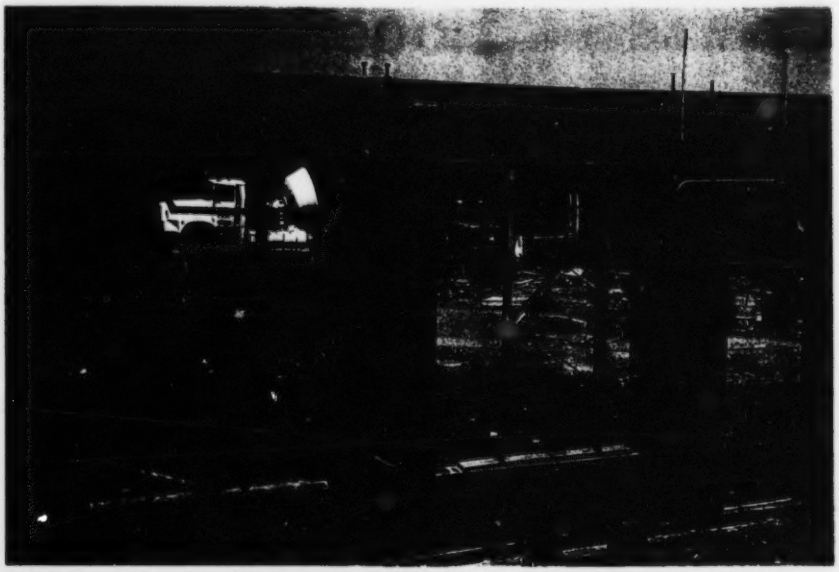
Rowing and Canoeing Facility for the 1989 Jeux Canada Games, City of Saskatoon

Manitou Beach Mineral Spa

The bouyant mineralized waters of Little Manitou Lake have long been considered therapeutic and, by the 1920's, were attracting thousands of summer visitors to this unique Saskatchewan spa. The centrepiece of the Manitou Beach resort has always been one of several heated mineral pools; the last of these — the Chalet Pool — burned down in 1983.

Last year, the Board of Directors approved New Careers participation as the labour contractor for a year-round enclosed mineral pool facility. The pool itself is 11.8 by 42 metres and is fully accessible by disabled people. Work started in May and the pool was operational in December.

Eighty-six New Careers workers were employed on this $2 million joint project with the private sector. The Spa has already attracted attention from all over North America and promises to re-establish Manitou Beach as a major tourist attraction in Western Canada.



Building construction, Manitou Mineral Spa

La Loche

In February 1988, under the initiatives of the Northern Affairs Secretariat, New Careers together with the Departments of Highways and Transportation, Social Services, and Education, initiated a joint employment project at La Loche. The project is expected to train and employ over 70 social assistance recipients in this northern Saskatchewan community. Project objectives include construction of a 9.5 kilometre road to the isolated settlement of Black Point, a garden project, and a pilot picket operation. The first phase of the project — winter padding of muskeg for the road — was completed on schedule despite severe weather conditions.

Some New Careers projects are large and ambitious; others are more modest in scale. Large or small, all projects help program participants to acquire valuable job skills and work experience. They also provide recreational and other facilities that might otherwise never be constructed. This was the case for the Saskatoon Snowmobile Club, whose president, Val Muyres, wrote New Careers that:

> "Your program provided our club with the labour to have professionally built a clubhouse that we couldn't have built any other way. It provided us with a totally finished facility and provided the people who worked on construction with a chance to work on a building closely resembling a house. Many thanks from all our members and former members who have worked to have this goal become a reality. "

La Loche-Black Point Road Construction

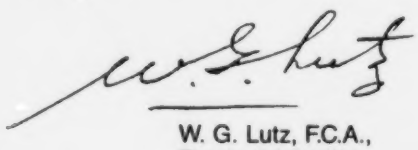
Financial Report

Auditors' Report

To the Members of the Legislative Assembly
of Saskatchewan

I have examined the balance sheet of the New Careers Corporation as at April 30, 1988, and the statements of revenue and expenditure and accumulated operating surplus (deficit) for the year then ended. My examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as I considered necessary in the circumstances.

In my opinion, these financial statements present fairly the financial position of the Corporation as at April 30, 1988 and the results of its operations and the changes in its financial position for the year then ended in accordance with the accounting principles disclosed in note 2 to the financial statements applied on a basis consistent with that of the preceding year.



Regina, Saskatchewan,
October 14, 1988

W. G. Lutz, F.C.A.,
Provincial Auditor,

Financial Report

New Careers Corporation

BALANCE SHEET
As At April 30

	1988	1987
ASSETS		
Cash	$ —	$ 615,875
Accounts receivable	356,362	58,637
Prepaid expenses	2,769	1,597
Fixed assets	186,301	113,139
	$ 545,432	$ 789,248
LIABILITIES AND EQUITY		
Bank overdraft	$ 141,424	$ —
Accounts payable and accrued liabilities	366,235	434,403
Deferred revenue	—	290,934
Total liabilities	507,659	725,337
Equity in Fixed Assets	186,301	113,139
Accumulated operating deficit (Statement 3)	(148,528)	(49,228)
	$ 545,432	$ 789,248

(See accompanying notes to the financial statements)

Financial Report

New Careers Corporation

STATEMENT OF REVENUE AND EXPENDITURE
For the Year Ended April 30, 1988

	1988	1987
Revenue		
Province of Saskatchewan grants	$ 2,678,400	$ 4,109,000
Contractual revenue	2,563,076	485,135
Investment revenue	36,194	78,475
Miscellaneous revenue	35,845	6,638
Total Revenue	5,313,515	4,679,248
Expenditure		
Operations:		
Executive administration	118,728	123,214
Administrative	328,532	269,478
Training	187,061	191,594
	634,321	584,286
Capital Construction Projects:		
Supervisory salaries	360,336	349,865
Training employee wages	1,509,079	941,494
Project design costs	16,562	39,710
Materials and supplies	1,679,159	1,285,334
Support equipment	334,081	208,553
Major equipment rental	446,124	601,384
Meals, camp operations and camp mobilization	416,726	281,023
Equipment repair and overhaul	16,427	8,649
	4,778,494	3,716,012
Total Expenditure	5,412,815	4,300,298
(Deficit) excess of revenue over expenditure — (Statement 3)	$ (99,300)	$ 378,950

(See accompanying notes to the financial statements)

Financial Report

New Careers Corporation

STATEMENT OF ACCUMULATED OPERATING SURPLUS (DEFICIT)
For the Year Ended April 30, 1988

	1988	1987
Balance, beginning of year		
As previously reported	$ (49,228)	$ 69,644
Adjustment to accrual basis of accounting	—	(497,822)
As restated	(49,228)	(428,178)
(Deficit) excess of revenue over expenditure (Statement 2)	(99,300)	378,950
Balance, end of year (Statement 1)	$ (148,528)	$ (49,228)

(See accompanying notes to the financial statements)

Financial Report

New Careers Corporation

NOTES TO THE FINANCIAL STATEMENTS
As At April 30, 1988

1. Incorporation

   New Careers Corporation was established by Order-In-Council #598/84, May 9, 1984 under the authority of Part I of the Crown Corporations Act, 1978.

2. Significant Accounting Policies

   (a) The financial statements of New Careers Corporation are prepared on the accrual basis.

   (b) Revenue Recognition — Contractual Revenue

   Revenue from contract work is recognized as the contract progresses. Amounts received in excess of expenditures incurred on incomplete projects are reflected as deferred revenue.

   (c) Revenue Recognition — Grant Revenue

   Revenue from grants made by the Province of Saskatchewan — Department of Parks, Recreation and Culture is recognized as received.

   (d) Fixed Assets

   The Corporation records fixed asset purchases as expenditures in the year of purchase and records fixed asset disposals as revenue in the year of sale. The Corporation discloses the cumulative cost of the fixed assets on the balance sheet with a corresponding entry to "equity in fixed assets".

3. Related Party Transactions

   In accordance with established government policies, New Careers Corporation has not been charged with certain occupancy and administrative costs. These have been included with costs borne by the Department of Parks, Recreation and Culture.

   Included in these financial statements are revenue and expense amounts resulting from routine operating transactions conducted at prevailing market prices with various Saskatchewan Crown-controlled departments, agencies and corporations with which the Corporation is related.

   Account balances resulting from these transactions are included in the statement of financial position and are settled on normal trade terms.

4. Capital Construction Projects

   In keeping with its mandate, the Corporation has undertaken construction projects in order to provide career training and employment to individuals receiving provincial financial assistance. These construction projects are undertaken by the Corporation according to agreements with departments and agencies.